



Human Rights Management Policy

Leading A Sustainable Future With Green Cable Solutions

Human Rights Management Policy

I. Overview

1. Purpose of Establishment

LS Cable & System has established a human rights policy to prevent human rights violations within the scope of the company's business activities and its influence on stakeholders. To comply with human rights management, we adhere to international standards and guidelines such as the Universal Declaration of Human Rights (UDHR), the UN Guiding Principles on Business and Human Rights (UNGPR), and the ILO Declaration on Fundamental Principles and Rights at Work.

2. Scope of Application

The scope of this policy applies to all members of LS Cable & System. It is also recommended that affiliated companies, partners, and contractors conducting business with LS Cable & System comply with this policy or policies of a similar standard. However, in cases where the matters covered by this policy conflict with the laws of local countries, local laws take precedence.

II. Basic Principles

(1) Respect for Human Dignity

All members are to be respected as human beings, and every effort will be made to prevent mental or physical abuse, including sexual harassment and verbal violence.

(2) Prohibition of Forced Labor

Any form of forced labor, such as human trafficking for labor exploitation, extreme physical punishment, confinement, and psychological coercion, is strictly prohibited. Employees are free to leave their employment at any time without restrictions, and they will not be forced to work against their will, nor will any illegal documents, deposits, or fees be demanded.

(3) Prohibition of Child Labor

LS Cable & System complies with the minimum age for employment standards established by applicable national and local regulations in any jurisdiction where business is conducted.

(4) Assurance of Workplace Safety

LS Cable & System strives to create the safest possible working conditions for all members. Especially for employees under the age of 18, LS Cable & System ensures they are not exposed to hazardous work environments, dangerous machinery, or excessive work hours.

(5) Prohibition of Discrimination

No member shall be discriminated against based on gender, race, age, skin color, sexual orientation, ethnicity/nationality, disability, pregnancy, marital status, religion, political opinion, labor activities, or social status. Discrimination is prohibited in all recruitment, promotion, compensation, training, and any related business processes.

(6) Compliance with Working Hours

LS Cable & System complies with the laws and regulations regarding regular working hours, overtime, and related policies applicable to each jurisdiction where our business is conducted.

(7) Fair Wages and Benefits

All members are guaranteed a wage that meets or exceeds the legal minimum wage in their jurisdiction, and the company provides necessary benefits. Wages, including overtime compensation, are calculated in compliance with legal standards, ensuring transparency and fairness. Any deductions are made according to legal requirements.

(8) Freedom of Association

LS Cable & System provides opportunities for dialogue between the company and its members to promote healthy working conditions. Members are free to form or join labor unions or other associations according to local laws, and they will not be subjected to retaliation or discrimination for exercising this right.

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(9) Protection of Local Communities

LS Cable & System strives to ensure that the company's business activities do not harm the safety and welfare of local communities. We actively work to minimize any negative impact on local communities.

(10) Environmental Protection

LS Cable & System is committed to protecting the environment by minimizing any negative impact on human health and the ecosystem resulting from business activities. We adopt responsible practices to prevent pollution and adhere to local environmental laws and regulations.

Name	Human Rights Management Policy	Version	1.0
Date of Enactment	July 24, 2024	Date of Revision	-
Enacting Department	HR Planning Team	Managing Department	ESG Management Team

Appendix

Policy	Reference
Human Rights Management Policy	<ul style="list-style-type: none">• UN Guiding Principles on Business and Human Rights• Universal Declaration of Human Rights• The Constitution of the International Labor Organization(ILO)
Common	<ul style="list-style-type: none">• OECD Guidelines for Multinational Enterprises on Responsible Business Conduct